

# CITY OF SAN ANTONIO, TEXAS



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IN THE  
POSITION OF

**FIRE CHIEF**

# THE COMMUNITY



Once a small settlement founded by Spanish missionaries in the early 1700's, San Antonio has grown into one of the country's major metropolitan centers. Its historic roots are the foundation for a city that today is rapidly moving forward in the 21st century. Located approximately 140 miles north of the Gulf of Mexico in south central Texas, the City of San Antonio is one of the fastest growing regions in the state. With a

population of more than 1.2 million, San Antonio is the eighth largest city in the U.S. and the second largest city in Texas. Over the past decade, its population has grown at an annual rate of almost two percent and is expected to continue at that rate. According to the 2000 Census, San Antonio's population is 58.7% Hispanic, 31.8% Anglo, and an African American population of almost 7 percent.

Geographically, the City of San Antonio's incorporated area covers more than 400 square miles. San Antonio enjoys a subtropical climate with an average temperature of 70 degrees and evening temperatures dipping below freezing only about 20 days each winter. Moderate temperatures and exciting activities available in the City make San Antonio a popular tourist destination.

San Antonio residents enjoy one of the nation's most attractive and affordable lifestyles. Its cost of living is typically 10% to 15% below the national average and is consistently ranked among the lowest of major U.S. cities and home prices are among the most affordable in the country. Sixteen public independent school districts serve the San Antonio area and over 100 private and 50 parochial schools are available as well as eight accredited universities and four community colleges.

One word describes the local economy—diverse. San Antonio is anchored by several key industries and is targeting other emerging industries to drive the city's economic future. An excellent mix of health care, biotechnology and research; product development, systems integration and telecommunications; information security; military/government; higher education; finance industry; and a convention and tourism industry which attracts more than 20 million visitors annually.

Some of the major attractions located in the downtown area include the Alamo, La Villita, El Mercado (Mexican Market), and the Tower of the Americas. Attractions located just a short drive from downtown include the Missions National Historical Park, San Antonio Zoo and the Japanese Sunken Gardens to name just a few. Within the cultural districts, the city enjoys two impressive art museums including

the McNay Art Museum and the San Antonio Museum of Art. The Guadalupe Cultural Arts Center provides a venue for Hispanic artists of literacy, dance, music and drama; and the Blue Star Art's Complex provides a variety of venues for local and international artists. The Carver Community Cultural Center mounts a stellar season with an accent on African-American artists. The Majestic Theatre downtown is a historical setting, built in 1929, and serves as the permanent home of the San Antonio Symphony.

The famed "Paseo de Rio" or River Walk is nestled among the busy metropolitan downtown area. Located 20 feet below street level, the cobblestone and flagstone paths border both sides of the San Antonio River as it winds its way through the middle of the business district. It stretches for approximately 2½ miles with sidewalk cafe's, specialty boutiques, nightclubs and gleaming high-rise hotels located along the River. River taxis offer visitors an exciting and informative tour and transportation to Rivercenter, a spectacular three-level glass shopping, dining and entertainment complex, and to the Henry B. Gonzalez Convention Center. Also located downtown is the famed Alamodome, once home to the 1999 NBA World Champion Spurs basketball team.



San Antonio is home to two major theme parks – Sea World of Texas, the world's largest marine life park, and Six Flags Fiesta, Texas, a park created around four themed areas.

## THE ORGANIZATION

San Antonio has a City Council-City Manager form of government. City Council members are elected from 10 districts and the Mayor is elected at-large. Council members serve two, two-year terms. The Council sets the policies for the city, and the City Manager serves as the chief executive officer. The City Manager appoints and removes all officials in executive positions of the City, with the exception of the City Clerk, City Auditor, Presiding Judge and Municipal Judges. The Executive Team consists of more than 30 Department Directors, two Deputy City Managers, four Assistant City Managers, and one Assistant to the City Manager.



The City of San Antonio's Adopted Consolidated Annual Budget for FY 2006 totals \$1.728 billion. The total number of authorized positions in FY 2006 for all funds including grants is 12,057. Of that total, 7,708 are General Fund positions (4,282 civilian and 2,044 uniform) and 918 positions are grant funded.

The budget addresses critical priority initiatives of the City Council. The City's strong economy is reflected in substantial growth in the tax base that continues providing added resources.

The FY 2006 through FY 2011 Capital Budget for the City of San Antonio totals \$1.067 billion. The FY 2006 Capital Budget is \$475.9 million. The six-year program represents the City's long-range physical infrastructure development program.

The City of San Antonio is in strong financial condition as reflected in an AA+ rating from Standard and Poor's Rating Services, a Division of the McGraw-Hill Companies, Inc., AA+ by Fitch Ratings, Inc., and Aa2 by Moody's Investors Service, Inc.

The operating budget adopted for FY 2006 provided the Fire Department with \$182.9 million and 1,590 full-time equivalent (FTE) positions.

## THE POSITION



The Fire Chief is appointed by and takes direction from the City Manager. The Fire Chief assumes full management responsibility for the planning, directing, managing, and overseeing the activities and operations of the Fire Department, including fire prevention, fire suppression, emergency medical service, emergency management, and general administration.

Essential Job Functions include:

- Managing the development and implementation of department goals, objectives, policies, and priorities for each assigned service area.
- Establishes within City policy, appropriate service and staffing levels and allocates resources accordingly.
- Monitors and evaluates the efficiency and effectiveness of services delivery methods and procedures and identifies opportunities for improvement and directs the implementation of changes.
- Acts as official departmental representative to other City departments, City Manager's Office, elected officials, and outside agencies.
- Selects, motivates, and evaluates department staff; works with correct deficiencies and implements and administers disciplinary and termination procedures.
- Manages and participates in the development and administration of the department budget and monitors expenditures.
- Plans, directs, and coordinates, through subordinate-level staff, the department work plan and reviews and evaluates work methods and procedures.
- Directs and oversees the administration of the collective bargaining agreement; maintains liaison with labor representatives and ensures maintenance of management rights.
- Coordinates departmental activities with those of other departments and outside agencies; provides staff assistance to the City Manager's Office, City Council and prepares and presents staff reports and other necessary communications.
- Provides staff support to boards and commissions; attends and participates in professional group meetings and stays abreast of new trends and innovations in the field of fire science.
- Directs and participates in the research of alternative approaches to fire suppression, hazardous material handling, fire and life safety codes, and emergency programs.
- Responds to major alarms and natural or man-made disasters and personally directs fire suppression and other emergency services activities as necessary.

The candidate should have a broad perspective and knowledge of the operational characteristics, services, and activities of fire suppression and prevention programs and organizational and management practices as applied to the analysis and evaluation of programs, policies, and operational needs.

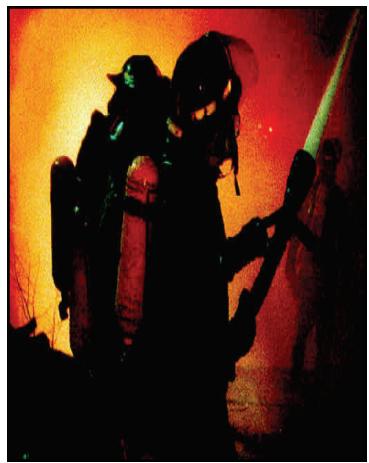
The individual must be knowledgeable in pertinent Federal, State, and local laws, codes and regulations and knowledge of the principles, practices and techniques of modern fire prevention and fire suppression activities.

The individual must be comfortable with all levels of interaction involving considerable explanation leading to decision, agreement or rejection on complex issues that require tactfulness and diplomacy.

The individual should have a proven record of achievement and demonstrate strong leadership skills that motivate and build high morale.

The individual should have considerable supervisory experience and be committed to professional development for staff.

The individual should have excellent administrative skills, including report writing, planning, budget oversight, program evaluation and skill in operating a personal computer.



By its very nature, the position of Fire Chief for the City of San Antonio is a highly visible position in the community. The individual should have excellent communication skills and be a strong public speaker with the ability to communicate effectively with a diverse range of people.

## THE QUALIFICATIONS

Bachelor's degree from an accredited college or university with major coursework in Fire Science, Public Administration or a closely related field. Master's Degree is highly desirable.

Ten (10) years of increasingly responsible professional experience in municipal fire fighting, including five (5) years of senior command, administrative, or supervisory responsibility. Must have served as a fully paid fire fighter for at least five years.

Eligible for certification by the Texas Commission on Fire Protection at the intermediate level or its equivalent, in accordance with the Texas Administrative Code.

Eligible for certification by the Texas Commission on Fire Protection as head of a suppression fire department in accordance with the Texas Administrative Code.

To determine eligibility for certification at the intermediate level or its equivalent, and to determine eligibility for certification as head of a suppression fire department, contact Mr. Jake Soteriou, Texas Commission on Fire Protection at (512) 936-3820.

## THE COMPENSATION

Compensation is negotiable depending on qualifications and experience.

In addition, the Fire Chief is offered an excellent package of employee benefits including but not limited to: medical coverage, life insurance, retirement plan, auto, cell phone and clothing allowance, deferred compensation, and certification and incentive pay.



## TO APPLY

Individuals interested in applying for this position should send their letters of interest, resume, certifications, references, and salary requirements to the attention of:

**City of San Antonio  
Human Resources Department  
ATTN: Margaret Gonzales, Executive Recruiter  
P.O. Box 839966  
San Antonio, Texas 78283-3966**

The most qualified candidates will be invited to personal interviews with the City of San Antonio.

Any applicant selected for employment with the City of San Antonio will be required to submit to pre-employment drug testing and receive a verified negative result and will be required to undergo a background check as a condition of employment.

The City of San Antonio is an Equal Employment Opportunity-Affirmative Action Employer.

*The identity of applicants, interview finalists and any documents submitted for this position may be subject to public disclosure in accordance with applicable Texas Statutes.*

Position will be **Open Until Filled**.

